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ABSTRACT

Faculty salaries in the 1980's at comprehensive two-year colleges in the Southern Regional Education Board (SREB) states (i.e., Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia) increased significantly but did not keep pace with four-year public institutions or public school salary hikes. An analysis of faculty salaries in the SREB region showed that: (1) between 1980 and 1990 salaries at two-year colleges increased 87.3%, while four-year college faculty salaries increased by 92.3% and public school teacher salaries increased by 95.3%; (2) for 1990 the average community college faculty salary was only 91.6% of the national average of $34,510; (3) the average faculty salary in 1979-80 at technical and comprehensive junior colleges was $16,870; (4) beginning in 1983-84, the regional average salary for comprehensive junior colleges only was $22,388; (5) in 1989-90, the average salary had climbed 41.2% to $31,602; (6) between 1984 and 1990, the largest percentage increase in average salaries was in Virginia (61.7%) and the smallest was in Texas (19.9%); (7) from 1989 to 1990, regional and national two-year college salary averages increased by 6.6%, higher than the regional and national increases for public school teachers (4.9% and 5.9%, respectively) and for the regional and national increases for four-year college faculty (5.6% and 5.4%, respectively); and (8) estimated two-year college faculty salary increases for 1990-91 range from 0.8% to 16%. A longitudinal data table of salary increases by SREB state is included. (GFW)

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SREB Faculty Salary Update: 1989-90 Averages at Public Community and Junior Colleges

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Faculty salaries at comprehensive two-year colleges in the SREB states increased significantly in the 1980s, but they did not keep pace with increases at four-year public institutions or with public school teacher salary hikes. Between 1980 and 1990, salaries at two-year colleges (which primarily offer college-parallel associate degrees) increased 87.3 percent regionally, while four-year college faculty salaries increased 92.3 percent. Public school teacher salaries increased by 95.3 percent. The community and junior college faculty salaries (and technical college faculty in South Carolina) went from an average $16,870 in 1980 to $31,602 in 1990. National figures for community college faculty salaries were generally not reported until recently. For 1990, the average salary in the SREB states was 91.6 percent of the national average of $34,510.

The salaries of community college faculty in general are closer to those of teachers than to the average salaries of faculty in four-year institutions. In all but one SREB state, the average community college faculty salary falls between the average teacher salary and the salaries for faculty at four-year institutions. In South Carolina, however, average teacher pay exceeds the average at two-year colleges. In Kentucky, community college faculty on average make only slightly more than teachers.

In 1979-80, the SREB-State Data Exchange collected information on two-year colleges in a single category that included both comprehensive community colleges and technical colleges. At that time, the average faculty salary in the region was $16,870. The salary averages ranged from $14,352 in

Kentucky to $21,328 in Maryland, a spread of 48.6 percent. Texas, ranked second, reported an average of $18,184; Florida's $17,717 was third.

Beginning in 1983-84, the Data Exchange reported two-year comprehensive colleges separately from those schools primarily issuing certificates or diplomas for programs not parallel to the first two years of college. The faculty salary averages in the SREB states for the comprehensive colleges ranged from $17,975 in North Carolina to $27,483 in Maryland, with a regional average of $22,388. Texas and Oklahoma ranked second and third with averages of $26,870 and $23,946, respectively.

Six years later, in 1989-90, the regional average had climbed to $31,602, a 41.2 percent increase. Maryland was the only SREB state exceeding the

$34,510 national faculty salary average for two-year comprehensive colleges. Virginia was just below the national figure with $34,338, followed by Florida at $33,593. State salary averages ranged from $25,061 in West Virginia to $38,310 in Maryland, varying by 52.9 percent. Between 1984 and 1990, the largest percentage increases in average salaries were in Virginia (61.7 percent) and in Tennessee (46.3 percent); the smallest increases were in Texas (19.9 percent) and Oklahoma (22.4 percent).

Both the regional and national two-year college salary averages increased by 6.6 percent from 1989 to 1990, higher than comparable figures for public school teachers and for faculty at four-year colleges and universities. (Teacher salaries increased 4.9 percent regionally and 5.9 percent nationally; four-year

college faculty salaries gained 5.4 percent nationally and 5.6 percent in the region.) Mississippi's 9.3 percent increase led the region, followed by South Carolina's 7.7 percent and Maryland's 6.9 percent. Florida reported a one-half percent decline in its salary average, and Alabama increased its average by less than 1 percent.

Estimated faculty salary increases for 1990-91 at two-year comprehensive colleges range from .8 percent to 16 percent. Florida, Georgia, and Tennessee are reporting increases averaging 4 percent; South Carolina estimates 4.5 percent average raises; and faculty in West Virginia will likely see increases of 2 percent to 3 percent. In Texas, early estimates indicate average raises of 3 percent. Faculty at Virginia colleges, where increases are based on comparisons with similar

institutions, will receive raises of 5.1 percent on average. Increases at Oklahoma's colleges vary from 2.8 percent to 16 percent; most fall between 5 percent and 8 percent. The average increase in Arkansas is estimated at 5.7 percent; institutional averages range from 3.3 percent to 9.7 percent. North Carolina's 6 percent increase was approved by the 1989 General Assembly. The state average in Mississippi should increase by .8 percent. State funds appropriated in Louisiana should be enough to provide average raises of 12 percent. Large statewide average increases are also anticipated in Kentucky (10 percent) and Alabama (8 percent).

Average Faculty Salaries in the SREB States at Public Two-Year Comprehensive Colleges, 1989-90 Estimated Increases for 1990-91

	Average Faculty Salary 1989-90	Percent Change 1984 to 1990	Percent Change 1989 to 1990	Proposed/Estimated Increases 1990 to 1991
United States	$34,510	NA	6.6 %	NA
SREB States	31,602	41.2 %	6.6	NA
SREB States as a Percent of U.S.	91.6 %			
Alabama	$30,529	40.1	.3 %	8 %
Arkansas	26,173	39.6	5.0	3.3 to 9.7 %
Florida	33,593	40.5	-.5	4 %
Georgia	31,374	39.4	4.1	4 %
Kentucky	26,583	30.4	5.6	10 %
Louisiana	26,764	23.0	4.1	12 %
Maryland	38,310	39.4	6.9	NA
Mississippi	27,132	44.7	9.3	0.8 %
North Carolina	NA *	NA	NA	6 %
Oklahoma	29,308	22.4	4.6	2.8 to 16 %
South Carolina	26,724	41.3	7.7	4.5 %
Tennessee	29,038	46.3	1.4	4 %
Texas	32,215	19.9	4.8	3 %
Virginia	34,338	61.7	5.8	5.1 %
West Virginia	25,061	37.8	2.7	2 to 3 %

* 1989-90 salary figures are not available for North Carolina.

SOURCES: SREB-State Data Exchange; American Association of University Professors (AAUP) unpublished data; and SREB state higher education agencies.

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For more information on the SREB-State Data Exchange, contact Joseph L. Marks.

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